Care Executive Order HCBS Data Workgroup

Listening Session

Tuesday, August 29

Welcome and Introductions

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Executive Order

The Secretary of Labor and the Secretary of Health and Human Services shall, in consultation with relevant agencies and external experts and organizations, jointly conduct a review to identify gaps in knowledge about the home- and community-based workforce serving people with disabilities and older adults; identify and evaluate existing data sources; and identify opportunities to expand analyses, supplement data, or launch new efforts to provide important data on the home- and community-based care workforce and ensure equity for people with disabilities and older adults. The Secretaries shall publicly release the findings and recommendations of this review no later than April 2024.

https://www.whitehouse.gov/briefing-room/presidential-actions/2023/04/18/executive-order-on-increasing-access-to-high-quality-care-and-supporting-caregivers/

Federal Partners

Department of Health & Human Services

- Office of the Assistant Secretary for Planning & Evaluation
- Centers for Medicare & Medicaid Services
- National Center for Health Statistics
- Health Resources & Services Administration
- Administration for Community Living
- National Institute on Aging

Department of Labor

- Office of the Secretary
- Office of the Assistant Secretary for Policy
- Office of Disability and Employment Policy
- Women's Bureau

Workgroup Name

HCBS FORWARD

Federal Opportunities Regarding Workforce And Research Data

Process

- Identify priority populations of workers

- Identify priority policy questions and gaps in knowledge

- Use research questions to identify key domains, data elements, and survey/data characteristics

- Examine how federal data sources address the domains and data elements, and necessary survey/data characteristics

- Identify where gaps are in existing data sources

- Identify opportunities for filling these gaps and/or new data collection efforts

Today

- Review domain topics of interest

- Gather input on data needs

- Identify available and relevant state and local data sources

Domains

- Wages

- Benefits

- Training

- Satisfaction

- Employment/Tenure/Turnover

- Physical Health/Occupational Injuries/Mental Health/Well-Being

- Demographics

- Quality of Care

Comparisons

<u>Independent Variables</u>

- Types of workers
  - Personal care aides, certified nursing assistants, home care aides, direct support professionals
- Employer characteristics
- Payors
  - Medicare, Medicaid, Older American Act, VHA, state/local funds, private pay, other
- Populations served
- Types of supports provided
  - ADL assistance, IADL assistance, habilitation
- Classification of employees
- Access to unionization

<u>Compared to</u>

- Other similar types of jobs
- By state/policy geographic area

Wages and Benefits

- **Hourly wages**

- **Benefits**
  - Health insurance
  - Paid leave (sick, holidays, personal)
  - Extra pay for working on holidays/overtime pay
  - Retirement or pension plan
  - Paid childcare or childcare subsidies or assistance
  - Pay increases/bonuses; Time off awards
  - Issued cell phone or tablet for work
  - Reimbursement for travel (miles, travel time)
  - Reimbursement for training/certifications

Training

- Training, number of hours of training
- Certifications/Licensing
- Where/how training received
- Topics/specialized training topics
- How well prepared to do job
- Who pays for training
- Cost of training

Wages, Benefits, Training

- What data in these domains would help you do your work?

- What state or local data sources are available to address these domains?

Satisfaction

- With job/job aspects –(schedule, hours, benefits, wage, care assignments, opportunities for career advancement or to learn new skills, relationships w/clients, supervisor, member of care team)

- Reasons to continue at job

- Currently looking for another job

- Likelihood of leaving job in next year

- Reasons you would leave

- Feel respected/valued

Employment Characteristics

- Reasons for workers' interest in work/how job found

- Full-time/part-time/required to work past shift

- Primary vs. secondary job

- Prefer to work fewer/more hours/reasons cannot work more

- Where working/travel time

- Enrolled in public assistance program

- Supervisor support/client case load, consistent assignment

Worker Health & Well-Being

- Number, types, and frequency of injuries

- Causes of injuries

- Days unable to work due to injury

- Use of lifting devices (AT); how often available in home; other devices available to make job safer

- Difficulties, stress, violence by clients, discrimination experienced on job

Satisfaction, Employment Characteristics, Worker Health & Well-Being

- What data in these domains would help you do your work?

- What state or local data sources are available to address these domains?

Demographics, Quality of Care

Demographics

- Numbers of workers
- Age
- Race
- Relationship status
- Highest level of education
- Number of persons in household (children <17, adults 18-64, adults, 65 and older)
- Born outside of U.S.
- Languages spoken fluently, primary language

Quality of Care

- Relationship between employee characteristics and quality of care
- Absenteeism
- Avoidable hospitalizations
- Institutionalization of care recipient

Demographics, Quality of Care

- What data in these domains would help you do your work?

- What state or local data sources are available to address these domains?

THANK YOU FOR YOUR PARTICIPATION!